

**NORTHERN CALIFORNIA TILE INDUSTRY HEALTH AND WELFARE PLAN
(As revised January 1, 2023)**

TWELFTH AMENDMENT

Pursuant to the powers conferred upon them by Section 5.5 of Article V of the Restated Agreement and Declaration of Trust to adopt and from time to time amend, alter or otherwise change the Welfare Plan, the Board of Trustees, acting at its meeting of November 19, 2025, to be effective immediately except as otherwise noted, amended the Northern California Tile Industry Health and Welfare Plan as follows, and authorized the Chairman and Secretary to authenticate the same by affixing their signatures thereto:

1. Effective November 19, 2025, amend Part II, Article II, Section Z in its entirety to state as follows:

Z. PREVENTIVE SERVICES

Benefits will be provided for the following Preventive Services:

1. Evidence-based items or services that have in effect a rating of A or B in the current recommendations of the United States Preventive Services Task Force with respect to the individual involved;
2. Immunizations for routine use in children, adolescents and adults that have in effect a recommendation from the California Department of Public Health with respect to the individual involved, and shall also include any immunizations for routine use in children, adolescents and adults that have in effect a recommendation from the Centers for Disease Control and Prevention, to the extent not included on the California Department of Public Health recommended list;
3. With respect to infants, children, and adolescents, evidence-informed preventive care and screenings provided for in comprehensive guidelines supported by the Health Resources and Services Administration; and
4. With respect to women, evidence-informed preventive care and screenings provided for in comprehensive guidelines supported by the Health Resources and Services Administration.

Any new recommendation or guideline issued by the United States Preventive Services Task Force, the California Department of Public Health with regards to immunizations, the Centers for Disease Control or the Health Resources and Services Administration with respect to the services described above will be covered as a Preventive Service as of the first Plan Year beginning on or after the date that is one year after the date the new recommendation or guideline went into effect.

IN WITNESS of the adoption of this amendment, the Chairman and Secretary hereby subscribe their names, on the dates indicated.



Date: 12/2/2025 | 2:47 PM PST

Chairman



Date: 11/25/2025 | 7:35 PM EST

Secretary